



# **Kid's First, New Mexico Wins!**

## **The Promise of NMTEACH**

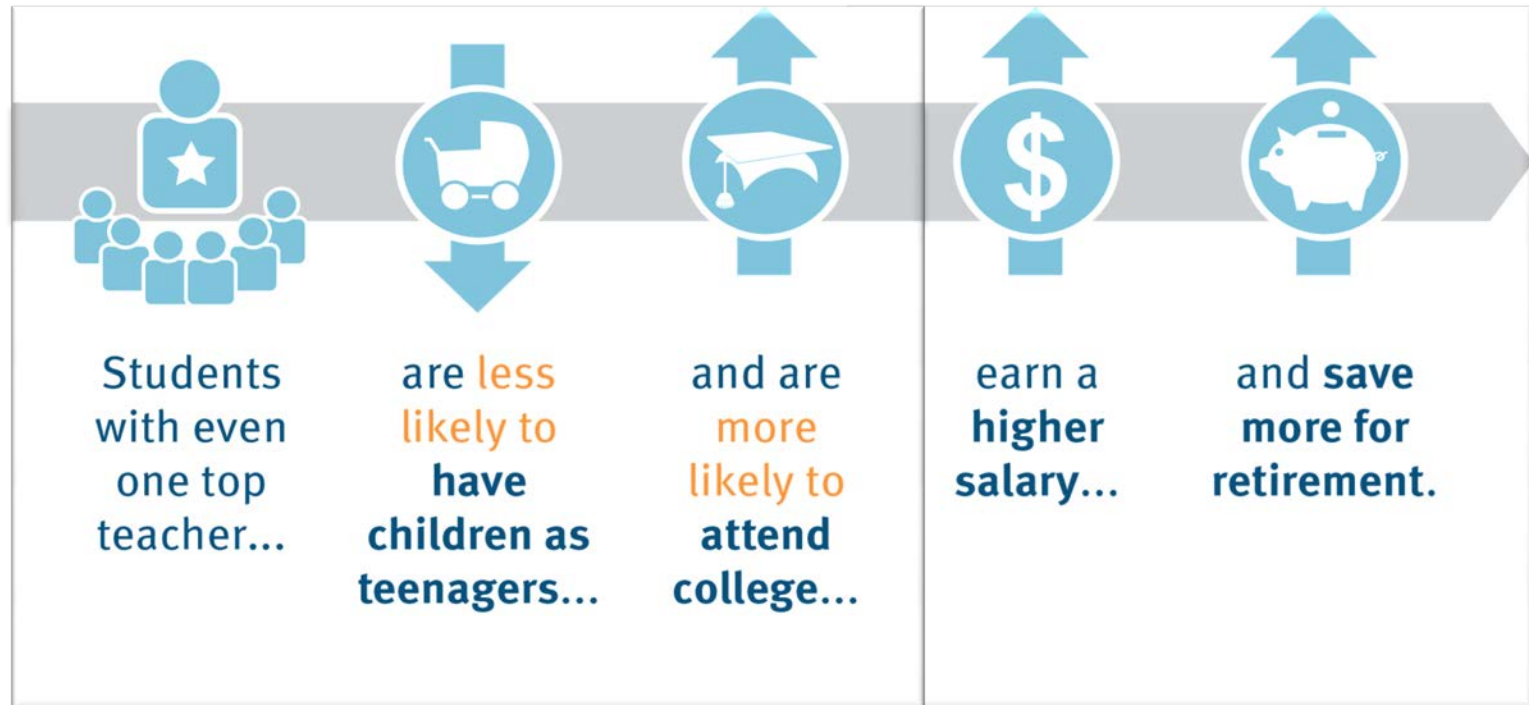
November 17, 2014

Presented to the Legislative Study

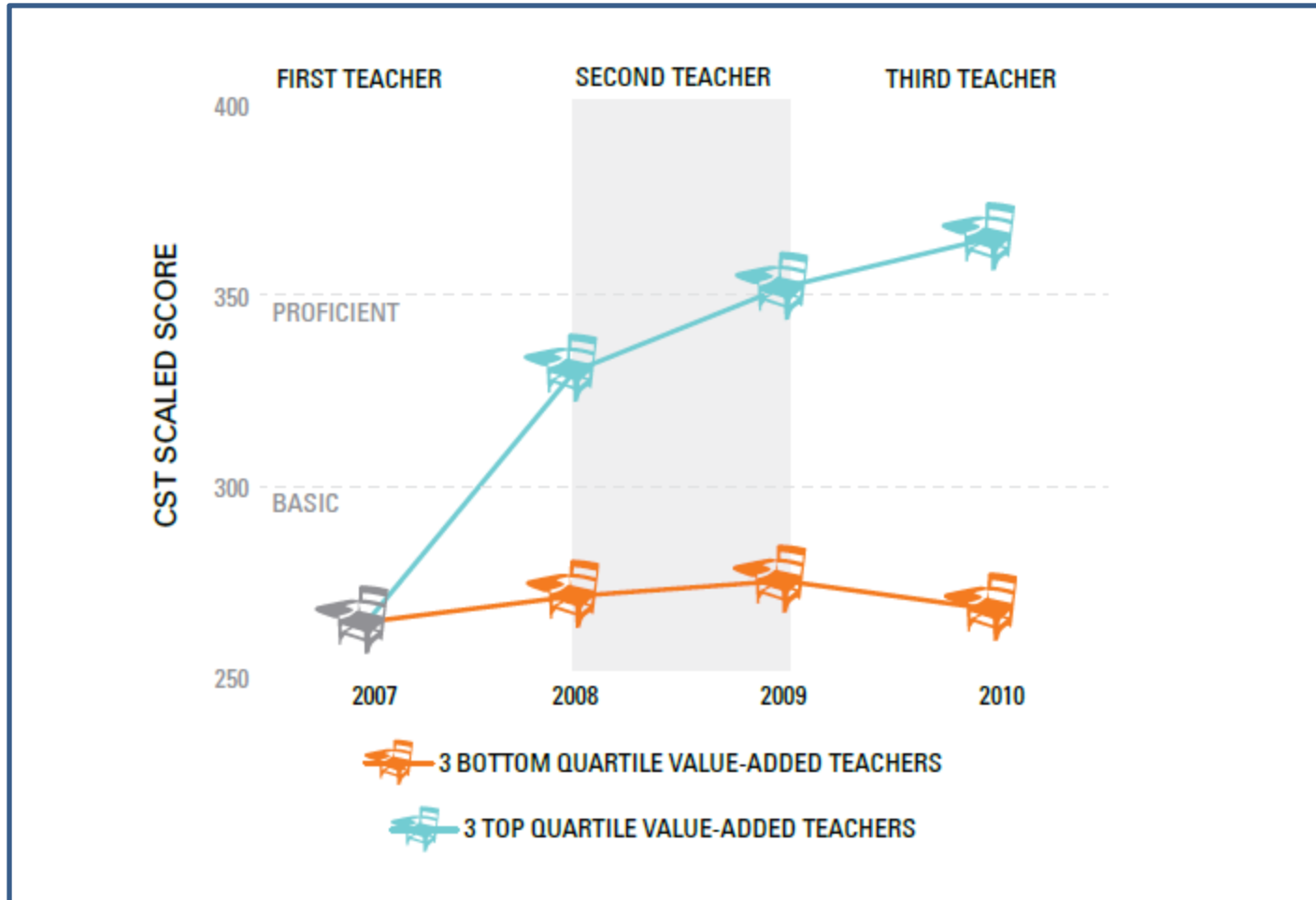
Hanna Skandera, Cabinet Secretary, New Mexico Public Education Department

# Great teaching changes lives.

Even one year with a highly effective teacher has a **lifelong impact** on students.



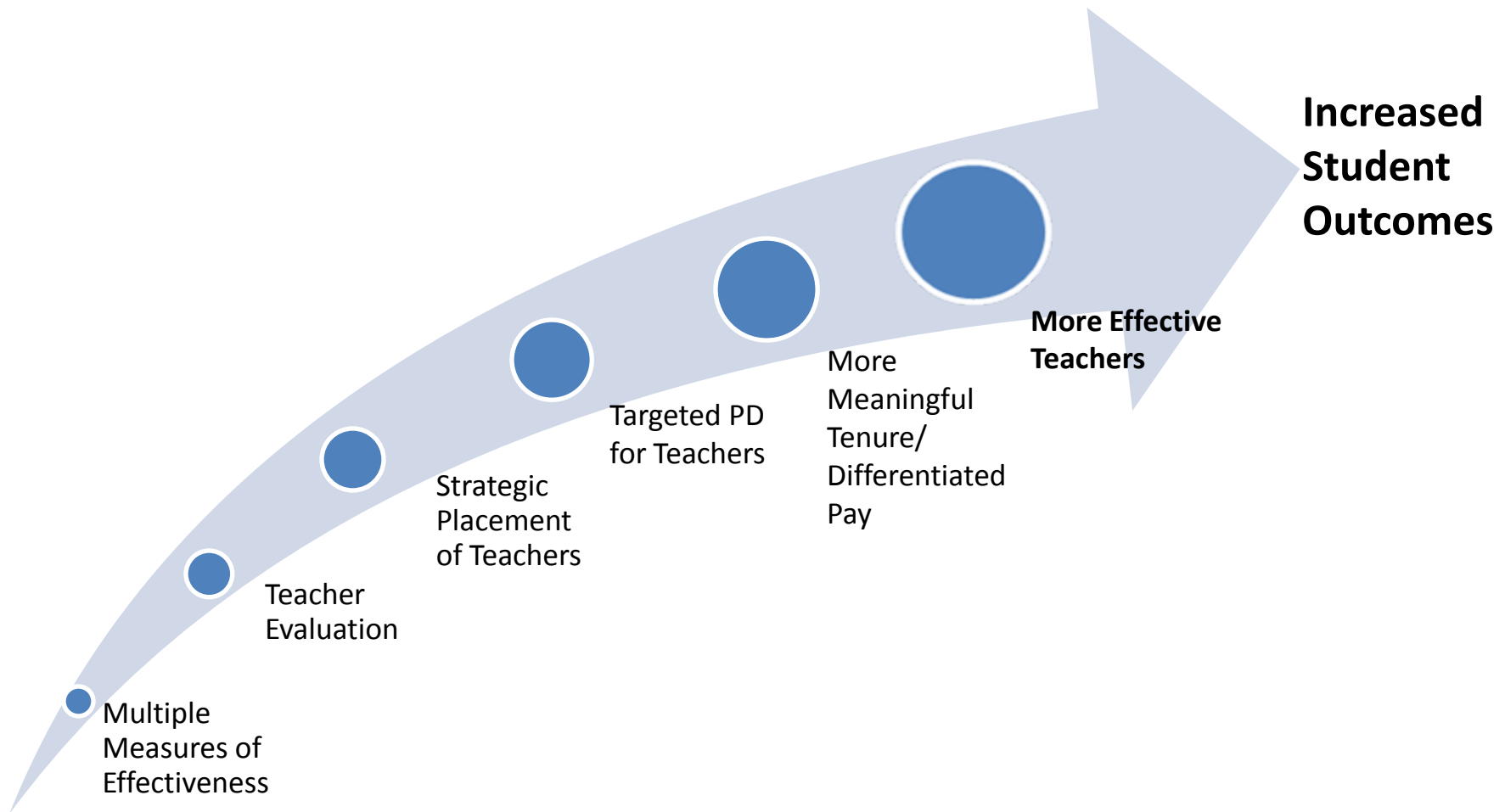
# Teachers matter – a lot – when it comes to student learning.



“Learning Denied”, Education Trust West, Jan.2012



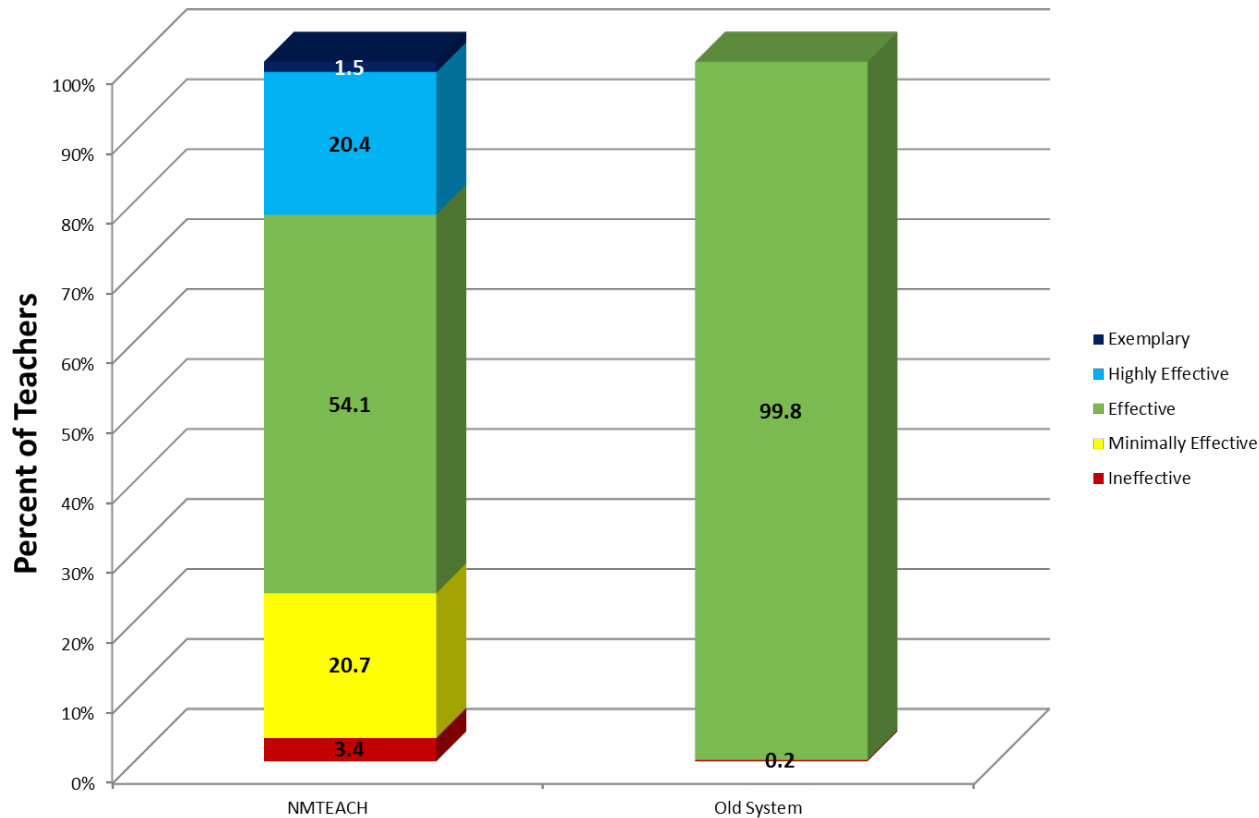
# NMTEACH was designed to ultimately improve student outcomes.





# NMTEACH: First Year Outcomes

Distribution of Teacher Ratings  
NMTeach vs. Old System



Observed  
over 90,000  
classrooms  
using the  
NMTEACH  
observation  
rubric



# Areas for Improvement in Implementation: PED/District Partnership

- “Incomplete” or “inaccurate” data
- Understanding teacher attendance as a component of the system
- Understanding value-added scoring (VAS)
- Professional Growth Plans (PGP) / Baseline year
- Increased weighting of NMTEACH observations
- Adapted protocol for special education teachers



# Solutions for: “Incomplete” or “inaccurate” data

- Establishing NMTEACH liaison for each district/charter
- Ongoing training to districts/charters on the Teacher Student Data Link (roster verification), value-added scoring (VAS), and summative report
- Establishing multiple windows to verify data
- Creating a Teacher-Student roster verification system for districts/charter to verify data sets used for VAS
- Development of dashboard for reports
- Allowing attendance reporting to be open throughout the school year



# Solutions for: Understanding teacher attendance

- Direct outreach from NMTEACH liaisons
- Ongoing reporting and verification
- Clarification on district reporting requirements regarding FMLA, bereavement leave, etc
- Attendance will not be prorated when missing other data





# Solutions for: Understanding Value-Added Scoring

- Developing a proactive training process beginning in December
- Partnering with districts such as Las Cruces and Hobbs on training modules used for improving practitioner understanding
- Implementing a dashboard that will provide reports about each of the multiple measures
- Continued development of materials and resources specifically for VAM aimed to increase understanding



# Solutions for: Professional Growth Plans / Baseline year

- Flexibility provided per Districts' requests for the 2014-2015 regarding PGPs for teachers who scored Minimally Effective
- Established guidance documents available in the toolbox on the NMTEACH website
- Ongoing guidance and support for teachers and principals through the Learn tool



# Solutions for: Increased weighting of NMTEACH observations

- Simplified graduated considerations
- Keep teacher attendance and student surveys weighted at the same level
- Limited the number of multiple measures a district could use
- Teacher-Student roster verification process will provide a better understanding to districts about the data being used to generate summative forms



# Solutions for: Adapted protocol for special education teachers

- Piloting an aligned NMTEACH rubric for teachers in intervention programs (Albuquerque Public Schools)
- Within the data verification process, PED will provide guidance and technical assistance to districts in understanding appropriate rosters

# Feedback from the Field


- Better than the system school districts used previously
- Increased involvement of principals within the district
- Increased communication and dialogue about instruction between principals and teachers
- Districts in a better place than a year ago
- Adds accountability that was previously missing
- Walkthroughs provide valuable information for teachers
- Tool allows administrators to support development of skill sets
- System is good for improving instruction



# Improving process to better meet the needs of our educators

**PED has been working closely with districts and charter schools, soliciting their feedback about ways to improve the NMTEACH process.**

- Clarifying reporting procedures
- Providing better guidance for submitting accurate data
- Increased, tailored training and improved communication
- Providing each district and charter school with a PED liaison on NMTEACH questions/issues specifically
- Districts and charters proactive about and receptive to improvements and partnership with PED



# Systematically Building a More Effective Teacher Workforce

